

CALIFORNIA APPRENTICESHIP COUNCIL

www.dir.ca.gov

455 Golden Gate Avenue, 9th Floor

San Francisco, CA 94102

Tel: (415) 703-4920

Fax: (415) 703-5477



ADDRESS REPLY TO:
California Apprenticeship Council
P. O. Box 420603
San Francisco, CA 94142-0603

EQUAL OPPORTUNITY IN APPRENTICESHIP COMMITTEE MEETING MINUTES

Wednesday – July 24, 2013 3:00 P.M.

I. Call To Order/ Roll Call

Commissioner Anne Quick called the meeting to order at 3:03 p.m.

Members present: Anne Quick, Jack Buckhorn, Paul Von Berg, Julia Dozier, Donna Bechthold, and Diane Ravnik

A quorum was met.

Members absent: Wayne Lindholm, Aram Hodess and Scott Gordon

Review and approval of April 24, 2012 minutes

Commissioner Julia Dozier made a motion to approve the minutes and Commissioner Jack Buckhorn seconded the motion. All were in favor. The motion carried.

II. Panel Discussion – Best Practices: Recruiting and Retaining Women in Apprenticeship

- Yvonne de la Peña - California Fire Fighter JAC

Commissioner de la Peña reported that the California Fire Fighter JAC established a commission to recruit women for the fire service ranging from fire fighter fire captain, and fire chief. Some of the goals were to survey what was already offered in the fire service and any obstacles. An additional focus was to establish recruitment programs that would bring in those that really wanted to be successful as a fire fighter. The goal was to establish what it is that the JAC was looking for in a fire fighter.

Ms. de la Peña further spoke on the CPAT (California Physical Agility Test). The International standards of the CPAT states that each candidate have the opportunity to attend at least two orientation sessions within 8 weeks prior to taking the test. Additionally, the pre-test program offers each candidate the opportunity to perform at least two timed practice runs prior to the test itself. The CPAT was successful in terms of making it open to what is actually job related. Nationally, 50% of females past the test. Of the local CPAT centers, (based in Orange, Livermore and Sacramento) 69% of women passed the test. For those that did not pass the test, the center would reach out by calling them and offer help to become more successful.

Commissioner de la Peña concluded her presentation with videos on their CFFJAC Fire Fighter Expo and mentoring.

http://www.youtube.com/watch?v=1ITLJJbAtK8&feature=player_embedded

http://www.youtube.com/watch?v=BPzZhlOv8nE&feature=player_embedded

Click on the above links for the videos.

- Ed De Brito – Southern California Cement Masons JAC

Mr. De Brito stated that his program has female instructors and apprentices and expressed that their presence is a positive way to show other women that they too can be among the many that can pave the way for a successful future. With regards with retention, Mr. De Brito stated that the women instructors provide mentoring and support that help them succeed through the program. He further stated that encouraging and convincing contractors that women *can* do the job.

- Patrick Knighton – San Diego Electrical Training Center

Mr. Knighton began with a positive note stating that the San Diego Electrical Training Center has a high percentage of women in their program. He further stated that over 90% of women in the building trades were in unionized trades and over 75% were electricians. As for his specific program there has been up to 4 women in a class of 40 apprentices. The program is currently beginning a fall semester in September. Of the three programs – San Diego, Imperial Valley, and their Sound Apprenticeship, seven women have registered. The program participates in a local construction teach academy – MAGIC CAMP (Mentor A Girl In Construction). He suggested the attendees to get involved in their local organizations as a time investment. Another form of recruitment that the program uses is women in leadership roles as well as making them feel invited such as a simple effort to make the rest room look like a women's restroom and not a men's room. Another point he brought up was to not exclude them, be conscious of them in conversation on the site or training session e.g. "OK guys let's get some pipe, and you too Anne".

Mr. Knighton related a story of two women who found out that some men were having difficulty understanding PLC (Programmable Logic Controls) in Motor Controls and went into the class and offered them tutoring to help with the concept. As a result, everyone that showed up for the help passed the test and those that did not failed the test. He expressed his gratitude of these women and others, and hoped that the attendees could gain something from his experiences with women apprentices.

Comments from the Public:

Steven Tuma Carpenters Training Committee reported that the program recently held their first women recruitment event- Women Building California. The training committee contacted trades women to attend the event and speak with the women they recruited.

Commissioner Quick made a suggestion for the next meeting to perhaps bring women apprentices, along with mentors, to speak about their experiences in apprenticeship.

III. Adjournment

A motion and a second were made to adjourn the meeting. All were in favor. The motion carried.
The meeting adjourned at 3:48 p.m.